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[*on the report of the Second Committee (A/68/442/Add.3)*]

68/228. Human resources development

The General Assembly,

Recalling its resolutions 52/196 of 18 December 1997, 54/211 of 22 December 1999, 56/189 of 21 December 2001, 58/207 of 23 December 2003, 60/211 of 22 December 2005, 62/207 of 19 December 2007, 64/218 of 21 December 2009 and 66/217 of 22 December 2011,

Stressing that human resources development lies at the heart of economic, social and environmental development and that health and education are at the core of human resources development,

Stressing also that human resources development is key to the efforts to achieve the internationally agreed development goals, including the Millennium Development Goals, and to expand opportunities for people, in particular for the most vulnerable groups of the population,

Welcoming the considerable efforts made over the years, yet recognizing that many countries continue to face formidable challenges in developing a sufficient pool of human resources capable of meeting national economic and social needs and that the formulation and implementation of effective human resources strategies often require resources and capacities not always available in developing countries, and also recognizing the need for new ways to address human resources development,

Recognizing the potential of science, technological knowledge and innovation to address key challenges to human resources development, which can lead to positive transformations in people's lives,

Stressing that human resources development is even more critical in view of the current global challenges, including, despite evidence of an uneven and fragile recovery, the ongoing adverse impacts, particularly on development, of the world financial and economic crisis, in order to tackle the negative effects of the global crisis and set the basis for sustained, inclusive and equitable growth and recovery,

Recognizing that the benefits of human resources development are best realized in national and international environments that support equal opportunity,

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access to education and non-discrimination and maintain an enabling environment for job creation,

Recognizing also that despite evidence of an uneven and fragile recovery, the ongoing adverse impacts, particularly on development, of the world financial and economic crisis continue to diminish the ability of many countries, especially developing countries, to cope with and address human resources development challenges and to formulate and implement effective strategies for poverty eradication and sustainable development,

Acknowledging the important nexus between international migration and development and the need to deal with the challenges and opportunities that migration presents to countries of origin, transit and destination, recognizing that migration brings benefits as well as challenges to the global community, and stressing that the brain drain continues to be a severe problem in many developing and transitioning countries, undermining efforts in the area of human resources development,

Recognizing that science, technological knowledge and innovation can overcome important physical, infrastructural and cultural barriers that prevent people, especially in poor and marginalized communities, from living a healthy and productive life,

Recognizing also the need to align science, technological knowledge and innovation systems with national development objectives, fully integrated with national human resources development and poverty eradication strategies and supported by appropriate institutional and policy frameworks,

Acknowledging that science, technological knowledge and innovation policies should take into account the specific features of the economy in developing countries, including the size of the traditional sector, the importance of indigenous knowledge, the limited access to skilled labour and capital, weak infrastructure and inadequate institutional frameworks, in order to generate solutions that address the specific challenges of those countries and to foster synergies between modern science and technology and indigenous and local knowledge,

Reaffirming that gender equality is of fundamental importance for achieving sustained economic growth, poverty eradication and sustainable development, in accordance with the relevant General Assembly resolutions and United Nations conferences, and that investing in the development of women and girls has a multiplier effect, in particular on productivity, efficiency and sustained economic growth, in all sectors of the economy, especially in key areas such as agriculture, industry and services,

Recognizing that education is the key to promoting the development of human potential, equality and understanding among peoples, as well as to sustaining economic growth and eradicating poverty, and recognizing also that, to achieve those ends, it is essential that quality education be available to all, including indigenous peoples, girls and women, rural inhabitants and persons with disabilities,

Stressing that Governments have the primary responsibility for defining and implementing appropriate policies for human resources development, and the need for continued support from the international community for the national efforts of developing countries,

1. *Takes note* of the report of the Secretary-General;[1]

2. *Calls upon* Member States to place human resources development at the core of economic and social development and to develop short-, medium- and long-term strategies to effectively enhance their human resources capacities, as educated, skilled, healthy, capable, productive and flexible workforces are the foundation for achieving sustained, inclusive and equitable economic growth and development;

3. *Stresses* the need for Member States to emphasize and integrate human resources development into national development strategies, including national development policies and strategies to eradicate poverty and achieve the Millennium Development Goals, in order to address structural and multidimensional challenges to enhancing national productive capacities and to ensure that human resources development implications are taken into account by all national development stakeholders;

4. *Recognizes* that comprehensive approaches to human resources development that address poverty eradication and the creation of a skilled workforce are also critical in reducing unemployment and brain drain and in promoting greater social inclusion;

5. *Encourages* Member States to adopt and implement comprehensive human resources development strategies premised on national development objectives that ensure a strong link between education, training and employment, help to maintain a productive and competitive workforce and are responsive to the needs of the economy;

6. *Stresses* that human resources development policies should focus on supporting the emergence of a sufficiently wide and flexible pool of skilled human resources, especially among women and youth, to support all sectors of the economy and be matched with present and future workforce needs, which requires well-sequenced investments in basic education, vocational training, on-the-job training and more advanced managerial, engineering and scientific education to increase the supply of technological knowledge that can be absorbed by national innovation systems;

7. *Emphasizes* the need for Member States to adopt cross-sectoral approaches and mechanisms to identify human resources development needs in the medium and long term for all sectors of the economy and to formulate and implement policies and programmes to address those needs;

8. *Recognizes* that comprehensive and flexible science, technological knowledge and innovation strategies that encompass all sectors of the economy are critical to ensuring that skills are matched with labour market demand and ready to adapt to and benefit from a constantly evolving technology landscape;

9. *Emphasizes* that when science, technological knowledge and innovation and human resources development approaches are mutually reinforcing they can lead to a virtuous circle of economic growth, human progress and sustainable development;

10. *Stresses* that investment in human resources development should be an integral part of national development policies and strategies, and in this regard calls for the adoption of policies to facilitate investment focused on physical and social

[1] A/68/228.

infrastructure, including education, in particular skills upgrading and vocational training in areas such as science and technology, including information and communications technology, as well as in capacity development, health and sustainable development;

11. *Encourages* Member States, as appropriate, to continue to strengthen comprehensive social protection systems, to adopt policies that strengthen existing safety nets and protect vulnerable groups and to take other appropriate actions, including boosting domestic consumption and production, recognizes that social protection floors, defined according to national priorities and the individual circumstances of Member States, can provide systemic approaches to address poverty and vulnerability and can contribute significantly to successful human resources development strategies, acknowledges in this regard that many developing countries lack the necessary financial resources and capacity to implement such countercyclical measures, and in this regard recognizes the need for continued mobilization of additional domestic and international resources, as appropriate;

12. *Encourages* Member States in a position to do so to consider implementing, and the States members of the International Labour Organization to implement, policies consistent with the International Labour Organization Declaration on Fundamental Principles and Rights at Work and their obligations under all relevant ratified conventions of the International Labour Organization, and recalls the importance of promoting decent work for all and of increasing quality jobs, including through measures aimed at ensuring occupational health and safety and through working relationships based on effective social dialogue;

13. *Stresses* that human resources development strategies should include measures aimed at reducing unemployment and underemployment among young men and women and the long-term unemployed, who have been disproportionately affected by slow growth in jobs recovery, and to integrate underutilized human resources into the labour market through policies that promote skills development and productivity and reduce barriers to employment, including gender barriers, including by providing incentives as appropriate for recruiting, retaining and retooling, assistance in job-finding and job-matching and vocational and on-the-job training, and by promoting, inter alia, youth entrepreneurship, noting in this regard the call for action by the International Labour Conference;

14. *Also stresses* the need for Member States to retain and further enhance national human resources by boosting job-rich recovery and promoting decent work, including by adopting policies and incentives that enhance labour productivity and stimulate private investment and entrepreneurship and strengthen the role of labour administration and institutions in order to foster job creation and increase the participation of vulnerable groups, including workers in informal sectors;

15. *Emphasizes* the need to address the interlinkages among human resources development, energy and food security, agriculture and rural development, and encourages Member States to strengthen capacity in agriculture and rural development;

16. *Stresses* that sustainable development is dependent, inter alia, on healthy human resources, calls upon Member States to continue their efforts to strengthen national health systems, urges the further strengthening of international cooperation in the area of health, inter alia, by considering promoting universal health coverage and through the exchange of best practices in the areas of strengthening health systems, access to medicines, training of health personnel, transfer of technology and production of affordable, safe, effective and good-quality medicine, and in this

regard stresses that international cooperation and assistance, in particular external funding, need to become more predictable and to be better aligned with national priorities and channelled to recipient countries in ways that strengthen national health systems;

17. *Calls upon* the international community, including the entities of the United Nations system, to support the efforts of developing countries to address the adverse effects of HIV/AIDS, malaria, tuberculosis and other infectious diseases, in particular in Africa, as well as the prevention and control of non-communicable diseases, which is a challenge of epidemic proportions, and their effects on human resources;

18. *Calls upon* relevant United Nations entities to support national efforts to build institutional capacities to address long-term national human resources development needs in addition to providing training to individuals;

19. *Stresses* that building national capacity for innovation should be a key priority for the international development cooperation agenda, given the importance of human resources development and science, technological knowledge and innovation for countries' future prosperity, including the capacity of enterprises to innovate;

20. *Calls upon* the international community to assist developing countries in the implementation of national human resources development strategies, and encourages the international community, including the private sector and relevant civil society actors, to provide and mobilize financial resources, capacity-building, technical assistance and technology transfer on mutually agreed terms and to supply expertise from all sources, as available;

21. *Calls for* steps to integrate gender perspectives into human resources development, including through policies, strategies and targeted actions aimed at promoting women's capacities and access to productive activities, and in this regard emphasizes the need to ensure the full participation of women in the formulation and implementation of such policies, strategies and actions;

22. *Stresses* the important contributions of the public and private sectors, respectively, in meeting national training and education needs to support the efficient functioning of enterprises and matching the needs of a rapidly changing economy, and encourages the integration of those contributions, including through the greater use of public-private partnerships and incentives;

23. *Calls for* actions at the national, regional and international levels that will give high priority to improving and expanding literacy, as well as science proficiency, inc'uding by providing tertiary, technical-vocational and adult education, and stresses the need to ensure that, by 2015, children everywhere, boys and girls alike, will be able to complete a full course of primary schooling and will have equal access to all levels of education;

24. *Encourages* Governments to consider appropriate measures at the national level, such as upgrading human skills, better aligning educational and training systems to labour market needs and strengthening labour institutions and regulations to respond to economic downturns;

25. *Encourages* countries in a position to do so to maintain or consider enhancing measures to boost job-rich recovery, such as policies and incentives to enhance labour productivity and stimulate private investment, in addition to efforts to reduce budget deficits in the long term, as appropriate;

26. *Encourages* efforts by Member States and the international community to promote a balanced, coherent and comprehensive approach to international migration and development, in particular by building partnerships and ensuring coordinated action to develop capacities, including for the management of migration, and in this regard reiterates the need to consider innovative measures to maximize the benefits of migration while minimizing the negative effects of the migration of both highly skilled and low-skilled workers from developing countries;

27. *Also encourages* giving appropriate consideration to human resources development strategies in the elaboration of the post-2015 development agenda;

28. *Decides* to include in the provisional agenda of its seventieth session, under the item entitled "Eradication of poverty and other development issues", the sub-item entitled "Human resources development", and requests the Secretary-General to submit to the General Assembly at its seventieth session a report on the implementation of the present resolution.

71st plenary meeting
20 December 2013